



**MFG CHEMICAL** LLC  
BUILDING VALUABLE BONDS

APRIL 2020

## KEITH ARNOLD RETIRES FROM MFG CHEMICAL, PAUL TURGEON NAMED PRESIDENT & CEO

Keith Arnold Remains on MFG Chemical Board of Directors and SOCMA Board of Governors



Paul Turgeon



Keith Arnold

MFG Chemical, a leader in specialty and custom chemical manufacturing announces that Paul Turgeon, who has served on the Company's Board of Directors since 2017, and as Executive Board Director, will now assume the position of President & CEO.

Keith Arnold, who has served as President & CEO since 2017, is stepping down to focus on personal and family priorities. However, Mr. Arnold will remain on MFG Chemical's Board of Directors, continuing to serve as a highly valued resource for the Company. Additionally, Keith will continue on the Board of Governors at SOCMA, the chemical industry's trade association.

Paul Turgeon is a well known thought-leader in the specialty chemical industry. His previous experiences include positions with Ciba, FMC, BetzDearborn, Great Lakes Chemical, Nalco and Chemtura Corporation. At Chemtura he and his partners executed purchase of the business he was leading in 2006, creating BWA Water Additives. He led the business for the next 4 and ½ years, at which time the company was sold for very a very high multiple. Mr. Turgeon has continued to work with private equity, serving on the Boards of Directors of U.S. Water, CCR, Versa flex and Anue Water Technologies. He also sits on the Editorial Advisory Board of Water & Wastes Digest, has been published by several leading trade publications and has served as a keynote speaker and panelist at several industry conferences, including Specialty & Agrochemicals America, AWT, NACE, et al. Paul earned an MBA from

Emory University and a B.S. in Chemical Engineering from the University of Toronto.

Mr. Turgeon stated, "I'm honored to assume the leadership of this great company, and look forward to working closely with this outstanding MFG team to meet and exceed our customers' expectations. I thank Keith Arnold for his leadership and many important contributions, including the acquisition of our 27 acre Pasadena, Texas plant to better serve the oil & gas industry. Keith has also instilled a culture of plant safety and customer confidentiality. He spearheaded the upgrading of all four of MFG Chemical's plants, obtaining the recertification of ISO 9001: 2015 and the achievement of the "Excellence Tier" and numerous safety and plant improvement awards from SOCMA, the chemical industry's trade association."

Keith Arnold, who is a graduate of Virginia Tech with a B.S. in Engineering, had served as MFG Chemical's VP Sales and Business Development prior becoming its CEO. Keith declared, "Working with so many wonderful customers and then leading MFG Chemical as its CEO has been the pleasure and honor of a lifetime. I'm going to enjoy more of a consultative role going forward as a Board Director, and will continue my close friendships and associations within the chemical industry, as well as my work for the SOCMA Board of Governors. MFG Chemical's customers and the MFG team could not be in more competent hands than with Paul Turgeon at the helm."



Left to right: Gene Williams, Chairman SOCMA Board; Joe Welch, MFG EHS&S; Keith Arnold Pres & CEO MFG; Jon Amdursky, MFG Marcom; Jennifer Abril, Pres & CEO, SOCMA

**PCI**  
Paint & Coatings Industry  
Dalton, GA (January 10, 2020)

## MFG Chemical Receives SOCMA Award

Specialty chemical provider MFG Chemical received a Performance Improvement Award for Resource Management and Waste Minimization from SOCMA, a U.S. trade association representing specialty and fine chemical manufacturers. The award was presented during SOCMA Week, the association's annual conference, held Dec. 4-6 at the Royal Sonesta Hotel in New Orleans.

"MFG has made plant safety the core value of the company, a value shared by all of our employees," said MFG President and CEO Keith Arnold, who serves on SOCMA's Board of Governors. "MFG is also dedicated to improving environmental performance through optimizing resource use and significantly reducing the overall volume and hazardous characteristics of wastes generated by manufacturing processes. We are happy to receive this industry recognition for our continuous improvements in plant environmental performance. We will continue to invest in our plants and employees as we build on our strong safety and environmental performance."

SOCMA President and CEO Jennifer Abril commended

MFG Chemical on its efforts to continuously improve environmental, health and safety. "Maintaining a safe environment for your staff and community is not an easy task," Abril said. "It takes time, buy-in from both employees and leadership, and resources to achieve your goals. Congratulations to the MFG team for the thoughtful efforts they take to incorporate EHS&S considerations into their processes and products, and for creating a safe working environment for their employees and community."

We look forward to MFG's continued participation in ChemStewards®, which provides a platform where colleagues in the industry can learn from each other and share best practices that will assist them in building customer confidence, community trust and strengthening product stewardship throughout the value chain.

"We also appreciate MFG Chemical President and CEO Keith Arnold's valued service on the SOCMA Board of Governors, and MFG's overall commitment and contribution to SOCMA and the fine and specialty chemical industry," Abril said.



**"I'm happy and excited to assume new responsibilities as VP Oil and Gas. MFG Chemical is ideally positioned to step up our game for the oil and gas industry."**

**Tim Haggerty**  
VP, Oil and Gas

## MFG CHEMICAL PROMOTES TIM HAGGERTY TO VP OIL AND GAS

(March 2020)

MFG Chemical, a global leader in specialty and custom chemical manufacturing, announces the promotion of Tim Haggerty to Vice President, Oil and Gas. In addition to driving top line sales growth, Tim will be shaping MFG Chemical's Oil and Gas SBU strategy, optimizing the product portfolio and developing a robust pipeline. Tim will work out of MFG Chemical's new sales office in Houston.

Tim is an industry expert with 34 years of experience in business development with both upstream and downstream oil & gas specialty chemicals, working for such leading companies as Nalco Chemical, Shell Chemical, Halliburton, and Shrieve Chemical before joining MFG Chemical in 2017.

Tim earned a Bachelor of Science in Petroleum Engineering from Mississippi State University, and is a longtime Member of the Society of Petroleum Engineers (SPE) and the American Association of Drilling Engineers.

MFG Chemical President & CEO Paul Turgeon stated, "No market is more important to MFG Chemical than oil and gas. That's why we have promoted Tim, completed a multimillion dollar upgrading of our Pasadena, Texas plant, are opening a new sales office in Houston and assigning additional staff to better serve MFG's Oil and Gas SBU. MFG Chemical is fully committed to the oil and gas market under the leadership and expertise of Tim Haggerty."

Jonathan O'Dwyer, MFG Chemical VP Commercial Operations added, "Tim is a great oil and gas industry expert who meets and exceeds our customers' specialty and custom chemical expectations with complete confidentiality. "

Tim Haggerty declared, "I'm happy and excited to assume new responsibilities as VP Oil and Gas. With the multi-million dollar upgrading of MFG Chemical's Pasadena, Texas plant now completed, the opening of a new sales office in Houston, the creation of an oil and gas SBU and the addition of some great staff on my team, MFG Chemical is ideally positioned to step up our game for the oil and gas industry."



**COATINGS  
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# MFG Chemical Upgrades Georgia Manufacturing Plants

January 31, 2020

MFG Chemical, a global leader in specialty and custom chemical manufacturing, is improving its manufacturing capabilities in Dioctyl Sodium Sulfosuccinate (DOSS) through the current upgrading of its three Dalton, Georgia plants. DOSS is a specialty surfactant used in oilfield, lubricants, ethanol, coatings and agricultural industries, as well as polymerization, paints and inks, pulp and paper, resins, textiles and carpets, rubber, metals and minerals, petroleum oils and dry cleaning applications. The upgrading of MFG Chemical's Dalton plants has been named Project Odyssey.

- It is a multi-million dollar capital investment project which is already improving management systems related to process safety and key compliance workflows generally. It will be especially useful for improving the quality, consistency and safety of DOSS manufacturing. The Project Odyssey improvements will include the following:
- New cooling towers for better quality control of the reaction using a closed system at known temperature with lower cycle time and lower water waste;
- New DCS process control technology for better control on reaction parameters and cycle times, reduced human error by having remotely activated valves and reduced risk by automating the shutdown process; and,
- New pressure release control valve, safety instrumented systems and upgraded piping to minimize and localize possible run-away reaction.

Joe Welch, Director of EHS&S, and Fred Carder, Mechanical Systems Manager, work together to assure all engineering and compliance aspects of Project Odyssey are being implemented on schedule. Welch stated, "DOSS is a core chemistry of MFG Chemical, which the company has been producing in large quantities since 1982. These improvements in manufacturing quality, control, consistency and efficiency will catapult MFG Chemical into an industry leadership position in the quality, efficiency and safety of DOSS manufacturing."

# STORM PREPAREDNESS

By Brent DeBoard, Process Safety Engineer – EHS&S

Washington Nationals????!!! And we won't even talk about the events of the off-season, okay?

Ah well, another springtime and thoughts again go to...storm preparedness!

Springtime, when the temperature starts warming, brings changes and unsettledness to the weather. Mark Twain once said, "In the spring I have counted one hundred and thirty-six kinds of weather inside of four and twenty hours." Nine years ago in April, a tornado struck not far from Dalton but I saw information recently that it was one of 979 tornadoes in that month and resulted in 540 fatalities and \$29 billion in damages in 21 states.

But tornadoes are only one of the phenomena. Weather events (in the South) include rain, floods, high winds, hail, lightning, and yes, can include ice and snow. Are you prepared?

The time to prepare is now. And we need to prepare not just for ourselves but for all members of our family. And at all the locations where we may be whether it is home, work, school, or outdoors. I was surprised to learn that 40% of outdoor lightning fatalities occur on a soccer field. Know where to go and when to go. Plan and practice. And keep an emergency kit handy, in your home, at work, and in your car.

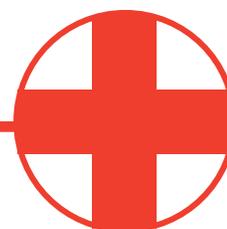
Prepare, discuss your plans with your co-workers at work and your family at home, discuss how and where you will congregate if you are separated, and above all practice, practice, practice.

You don't know when or where that weather emergency will occur.

More information to help your planning can be found on the internet. I recommend downloading the CDC checklist found at [www.cdc.gov/ncbddd/hemophilia/documents/FamilyEmergencyKitChecklist.pdf](http://www.cdc.gov/ncbddd/hemophilia/documents/FamilyEmergencyKitChecklist.pdf)

Also, the Red Cross has good information on preparedness on 22 emergencies ranging from "Chemical Emergencies" to "Winter Storms" on [www.redcross.org/get-help/how-to-prepare-for-emergencies/types-of-emergencies.html](http://www.redcross.org/get-help/how-to-prepare-for-emergencies/types-of-emergencies.html)

**Take the Boy Scouts' motto to heart: Be Prepared**

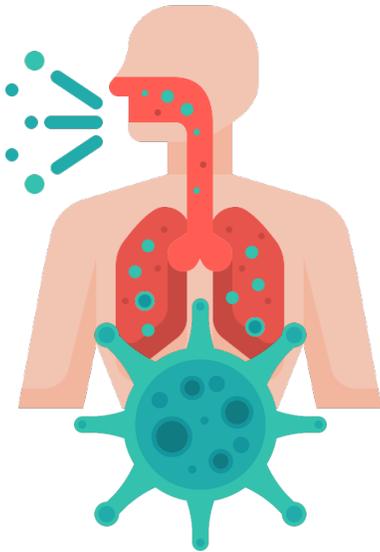


The Center for Disease Control and Prevention (CDC) recommend an emergency kit to include:

- Battery-powered flashlight, battery-powered NOAA radio, and EXTRA batteries
- A written plan with escape routes
- Important telephone numbers – neighbors, friends, family, insurance, medical information, utility companies
- First aid kit – gloves, bandages, ointments, sterile pads, tweezers, scissors, aspirin/pain relief, etc.
- Bottled water and non-perishable food for 3-5 days
- Personal hygiene items
- Medicines
- Blankets or sleeping bags

# CORONAVIRUS GUIDELINES FOR AMERICA

#331141337

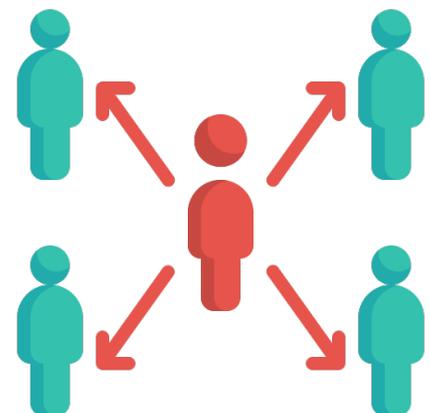


- Listen to and follow the directions of your **STATE AND LOCAL AUTHORITIES**.
- **IF YOU FEEL SICK**, stay home. Do not go to work. Contact your medical provider.
- **IF YOUR CHILDREN ARE SICK**, keep them at home. Do not send them to school. Contact your medical provider.
- **IF SOMEONE IN YOUR HOUSEHOLD HAS TESTED POSITIVE** for the coronavirus, keep the entire household at home. Do not go to work. Do not go to school. Contact your medical provider.
- **IF YOU ARE AN OLDER PERSON**, stay home and away from other people.
- **IF YOU ARE A PERSON WITH A SERIOUS UNDERLYING HEALTH CONDITION** that can put you at increased risk (for example, a condition that impairs your lung or heart function or weakens your immune system), stay home and away from other people.

## Do your part to slow the spread of the Coronavirus.

Even if you are young, or otherwise healthy, you are at risk and your activities can increase the risk for others. It is critical that you do your part to slow the spread of the coronavirus.

- Work or engage in schooling **FROM HOME** whenever possible.
- If you work in a critical infrastructure industry, as defined by the Department of Homeland Security, such as healthcare services and pharmaceutical and food supply, you have a special responsibility to maintain your normal work schedule. You and your employers should follow CDC guidance to protect your health at work.
- Avoid social gatherings in groups of more than 10 people.
- Use drive-thru, pickup, or delivery options
- Avoid discretionary travel, shopping trips and social visits
- **DO NOT VISIT** nursing homes or retirement or long-care treatment facilities unless to provide critical assistance

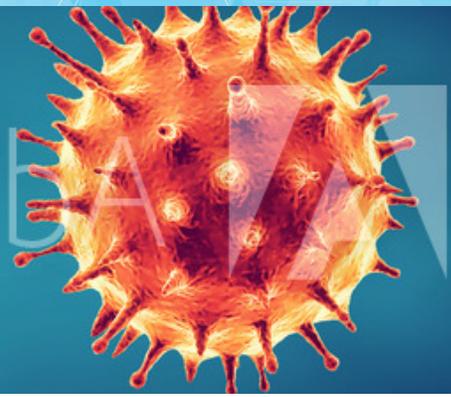


### Practice Good Hygiene:

- Wash your hands, especially after touching any frequently used item or surface
- Avoid touching your face
- Sneeze or cough into a tissue or the inside of your elbow
- Disinfect frequently used items and surfaces as much as possible.

## COMMUNICATION BULLETIN:

# CORONAVIRUS (COVID-19)



### BACKGROUND:

CDC is responding to an outbreak of respiratory disease caused by a novel (new) coronavirus that was first detected in China and which has now been detected in more than 100 locations internationally, including in the United States. The virus has been named "SARS-CoV-2" and the disease it causes has been named "coronavirus disease 2019" (abbreviated "COVID-19").

### SITUATION IN U.S.

- In addition to CDC, many public health laboratories are now testing for the virus that causes COVID-19.
- With this increase in testing, more and more states are reporting cases of COVID-19 to CDC.
- U.S. COVID-19 cases include:
  - Imported cases in travelers
  - Cases among close contacts of a known case
  - Community-acquired cases where the source of the infection is unknown.

*As of March 10, 2020*

### WHAT YOU SHOULD KNOW (FROM CDC)

The virus is thought to spread mainly from person-to-person.

- Between people who are in close contact with one another (within about 6 feet).
- Through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.
- People are thought to be most contagious when they are most symptomatic (the sickest).
- Some spread might be possible before people show symptoms; there have been reports of this occurring with this new coronavirus, but this is not thought to be the main way the virus spreads.
- It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads.
- Older people and people of all ages with severe underlying health conditions — like heart disease, lung disease and diabetes, for example — seem to be at higher risk of developing serious COVID-19 illness.

Reported illnesses have ranged from mild symptoms to severe illness and death for confirmed coronavirus disease 2019 (COVID-19) cases.

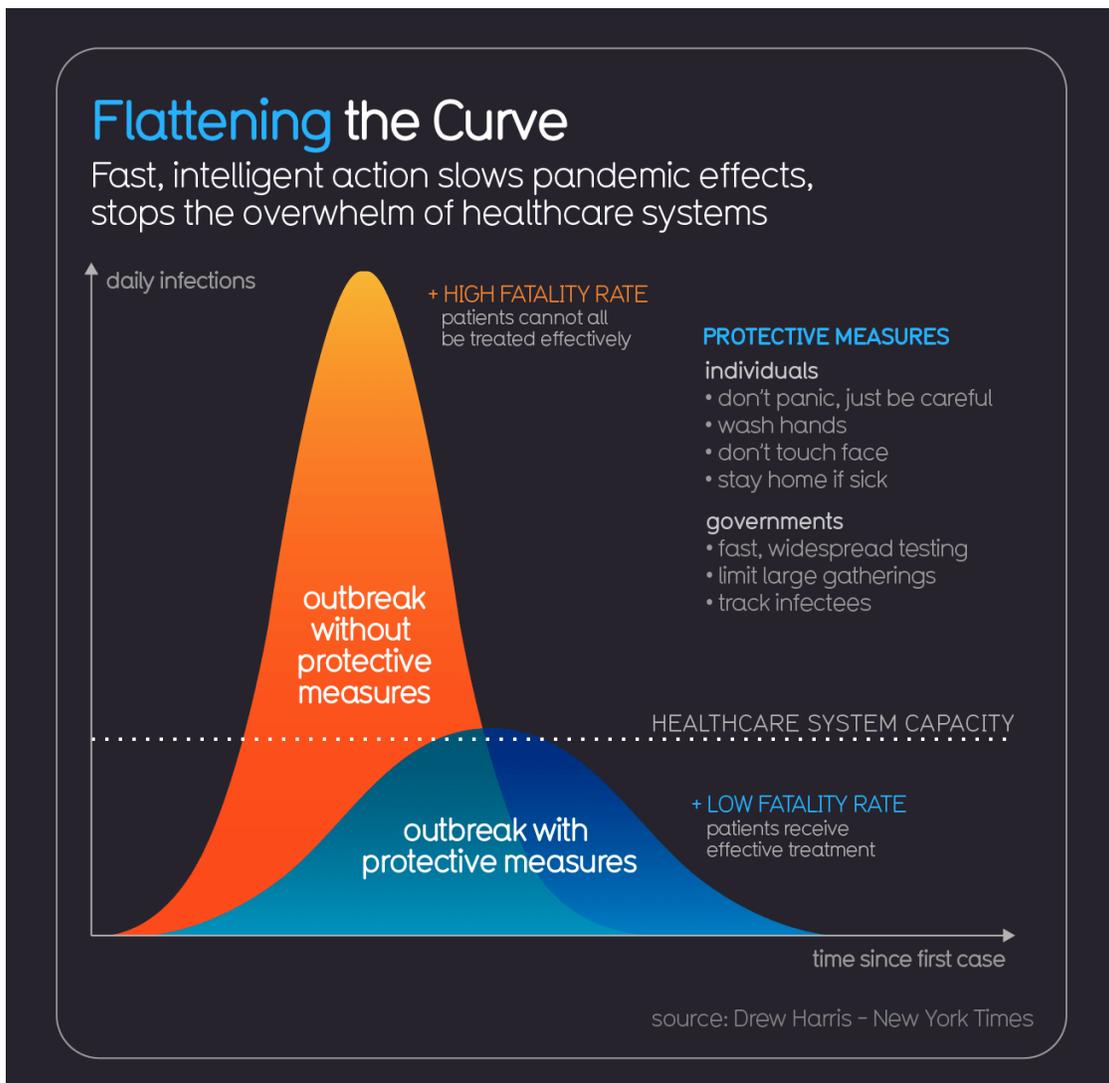
The following symptoms may appear 2-14 days after exposure.



## Prevention

There is currently no vaccine to prevent coronavirus disease 2019 (COVID-19). The best way to prevent illness is to avoid being exposed to this virus. However, as a reminder, CDC always recommends everyday preventive actions to help prevent the spread of respiratory diseases, including:

- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.
- Follow CDC's recommendations for using a facemask.
- CDC does not recommend that people who are well wear a facemask to protect themselves from respiratory diseases, including COVID-19.
- Facemasks should be used by people who show symptoms of COVID-19 to help prevent the spread of the disease to others. The use of facemasks is also crucial for health workers and people who are taking care of someone in close settings (at home or in a health care facility).
- Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.
- If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol. Always wash hands with soap and water if hands are visibly dirty.



## **MFG CHEMICAL POLICIES AND RESPONSE ACTIONS**

### **Increased cleaning of frequently touched surfaces**

- Plant managers will assign cleaning schedules for breakroom, control room, and office areas
- Laboratories will maintain cleanliness in accordance with existing chemical hygiene protocols
- Customer Care office areas will be maintained by the CC team
- Admin and common office areas will be maintained via staff rotation

### **Maintaining inventories of cleaning supplies, disinfectants and PPE**

- Disposable wipes will be provided in common areas for quick access
- Current PPE inventories will be maintained.

### **Restricted Travel**

- Until further notice, travel will be restricted to business-essential needs. All travel must be approved by the department head prior to making transportation plans.
  - o International travel is not approved at this time
  - o Large gatherings should be avoided (trade shows, conventions etc.)
  - o Business need vs. risk assessment must be considered

### **Employee and Visitor Monitoring**

- Before hosting guests, inquire about recent travel, known contact with a confirmed case and/or known illness. If guests are positive for any of these situations, make alternate arrangements to postpone the visit or conduct the meeting via web meeting.
- According to health department guidelines, employees in direct contact with a confirmed case will need to quarantine themselves for 14 days.

### **Sick leave Policy**

- We will be following the Employee Handbook, specifically the sick time policy. If an employee becomes ill due to COVID-19 and cannot return to work, said employee may use sick time, Paid Time Off (PTO) and, if applicable, Family Medical Leave (FMLA).
- As a benefit to our employees, we offer Short Term Disability. Guardian has agreed to pay MFG Chemical employees while they are out with a confirmed case of COVID-19. As a benefit, MFG Chemical pays for Long Term Disability for all employees. If said employee is out long enough to qualify, the employee may apply for Long Term Disability.

## **MANAGING BUSINESS IMPACTS**

MFG has been monitoring potential impacts to supply chain logistics, as well as customer deliveries. At this time, COVID-19 developments have not resulted in any significant impacts. MFG will continue to communicate with all stakeholders and implement mitigation strategies as needed.

## **WHAT YOU NEED TO DO**

- Follow the prevention guidelines noted above. If you feel sick, notify your supervisor
- If you have any questions, please feel free to contact your supervisor, human resources or anyone in management.

**We are committed to providing a safe work environment and will continue to monitor developments and communicate additional information and guidance as needed.**